

LABOR INITIATIVES

Marquette Interchange Coordination Team

- I. Overall Labor Initiatives**
- II. Labor Development RFP Overview**
- III. Status of the RFP**
- IV. Labor Goals**
- V. Next Steps: How to Get Involved**

Jim Zegers

Michele Carter-Rutledge

Bureau of Equity and Environmental Services

Labor Initiatives SUBSIDIES & PROVISIONS

- ⇒ **Wage Subsidies/OJT Provisions**
 - ▣ **ASP 1 \$5/hour to contractors**
 - TrANS Graduates
 - TrANS Apprentices
- ⇒ **OJT Provisions**
 - ▣ OJT Provisions may be placed in contracts over \$500,000
 - ▣ OJT contract requests granted by District 2
- ⇒ **Native American Hiring Preference under consideration (FHWA)**

Labor Initiatives PROGRAMS & SERVICES

⇒ TRANS *existing program*

- ▣ 400+ placements over 8 yrs
- ▣ 50+ construction contractors
- ▣ Public-private collaborative model
- ▣ 24 industry & government partners
- ▣ Nationally recognized & awarded model

⇒ Labor Development RFP

- ▣ Extension of TRANS
- ▣ Provide Quality Laborers for MIP contractors

Labor Initiatives LABOR DEVELOPMENT PROGRAM

MISSION: *Striving to be the Provider of Choice*

CONCEPT: Single point-of-contact for MIP contractor needs for Laborers

PLAN: Contract with a service provider team to

- ◆ coordinate overall construction labor force delivery
- ◆ promote related careers including apprenticeship
- ◆ meaningful employment and retention of laborers
- ◆ deliver a diverse pool of non-traditional candidates for contractors to consider

Labor Development Program RFP COMPONENTS

- ❑ **Outreach and initial screening**
 - Innovative marketing campaign drawing from multi-county area
 - Orientations within community for nontraditional candidates
- ❑ **Final Screening, preparation, and placement**
 - Screening using industry-established criteria
 - Preparation building soft skills and industry-required skills
 - Relationships with contractors and unions for employment
- ❑ **Retention and Supportive Services**
 - Serving trainees, prime contractors, DBE contractors
 - Advancement training: cultural competency, apprenticeship

Labor Development Program RFP TIMELINE

- ❑ Issued Aug 29th
- ❑ Vendor Conference Sep 18th
- ❑ Proposals Due Oct 14th
- ❑ Evaluators Meeting Oct 23rd
- ❑ Proposer Interviews Nov 6th
- ❑ Notice to Award Nov 10th
- ❑ Negotiations Nov 15- 25th
- ❑ Contract Start Dec 1

NEXT STEPS

WI Department of Transportation

- **Review RFP results within Department**
- **Intent to Award**
- **Negotiate with Service Provider**

LABOR GOALS

- **Federal**
 - ▣ **OFCCP Monitoring**
 - **8% Minority**
 - **6.9% Female**
 - ▣ **Organize Affirmative Action Committee**
- **Organize Labor Working Group**

NEXT STEPS

OPPORTUNITIES FOR CONTRACTOR INVOLVEMENT

Strive to identify, meet and exceed community employment expectations

- Participate on the MIP Labor Working Group
- Participate as a member of the TRANS / LDP Work Group
- Participate in the Candidate Preparation as a Guest Speaker or Trainer

RESOURCES

BUREAU OF EQUITY & ENVIRONMENTAL SERVICES

Director: Eugene Johnson

DBE Support Services Office- Milwaukee (414) 438-4583	DBE Central Office (608) 266-6961
<i>Civil Engineer</i> ADETOYE ADENIYI (414) 438-4585	<i>Chief Policy & Planning</i> JIM ZEGERS (608) 267-7354
<i>Senior Equal Opportunity Specialist</i> MICHELE CARTER-RUTLEDGE (414) 438-2146	<i>Equal Opportunity Specialist</i> IZIE JOHNSON (414) 438-2141
OFCCP (414) 297-3821 <i>EEO Contract Compliance Affirmative Action Committee</i>	WI DOT District 2 KITTY REED - (262) 548-8752 <i>Labor Compliance, On-the-Job Training DBE Issues</i>